

National Vision, Inc. Benefits Summary 2009

- **HOLIDAYS**

*The Retail Support Center (RSC), the Lawrenceville Lab/DC and the St. Cloud Lab/DC observe the following:
New Year's Day • Memorial Day • Independence Day • Labor Day • Thanksgiving Day • Christmas Day*

The retail locations in all divisions as well as the NJ Lab observe the following:

New Year's Day • Independence Day • Thanksgiving Day • Christmas Day • 2 Floating Holidays

- **VACATION PAY**

Full-time associates are eligible for paid vacation after one year of continuous service. Allotted vacation time must be used each year; it will not carry over unless superceded by state law. The amount of vacation time received is prorated based on the associate's hire date.

Vacation Schedule for Full-time Associates:

The following is the vacation schedule based on Vacation Seniority Date (Vacation Seniority Date is determined by your length of service as an active, full-time associate):

Vacation Seniority Years as of January 1 of the Current Year	Vacation Eligible to be Earned & Used In the Current Year	Effective Date to Earn & Use In the Current Year
One Year	Vacation is determined on a pro-rata basis, based on your full-time hire date.*	
Two Years	104 Hours	January 1st
Three Years	112 Hours	January 1st
Four Years	120 Hours	January 1st
Five Years	128 Hours	January 1st
Six Years	136 Hours	January 1st
Seven Years	144 Hours	January 1st
Eight Years	152 Hours	January 1st
Nine or More Years	160 Hours	January 1st

*For further explanation, please refer to the Policy Number HR-NVI-02-03 in the Policy Manual. Any changes made to the policy will supercede this document.

- **PERSONAL TIME OFF PAY**

Eligible full-time and salaried associates get 5 paid personal days each year. When employment begins after January, the days are prorated according to the hire date.

- **BEREAVEMENT PAY**

Eligible hourly and salaried associates can receive up to 3 days of paid time off to attend funeral services in the event of the death of a family member.

- **JURY DUTY**

Associates can be paid for time missed from work if summoned for jury duty once documentation from the court is provided.

- **ASSOCIATE EYEWEAR/GIFT TICKET BENEFIT**

Associates are eligible to receive a 50% discount on their purchases, an annual Associate Eyewear Ticket valued at \$300, and four Eyewear Gift Tickets that can be given to friends and family for a 50% discount off the total retail cost of their purchase.

- **SHORT TERM DISABILITY**

Full-time regular associates can enroll to receive a weekly short-term disability benefit, which is determined by 60% of the associate's base weekly earnings with a maximum weekly benefit of \$500.00 before taxes. Payment of benefit begins after the 14th consecutive day of disability. Associates in California, New York, New Jersey, Hawaii and Puerto Rico are covered under State sponsored plans. The cost to you is calculated based on your weekly income and is deducted on a per pay period basis.

- **LONG TERM DISABILITY**

Full-time regular associates can enroll to receive a monthly long-term disability benefit, which is determined by 60% of the associate's base monthly salary plus averaged prior year incentives (overtime, bonus, commission) and begins on the 91st consecutive day of disability. There are specific maximum payment periods, which are outlined in the plan certificate. Similar to the Short-Term Disability program, the cost to you is calculated on your weekly income and is deducted on a per pay period basis.

- **LIFE INSURANCE**

National Vision, Inc. offers free life insurance payable at a sum equal to one times the annual salary, up to a maximum of \$50,000 for all eligible full-time associates. Limited amounts of free dependent life coverage are also available with the election of dependent medical and dental coverage. Eligible full-time associates can also purchase Associate Supplemental life insurance, Spouse Supplemental life insurance, and Child Supplemental life insurance. The cost of which is determined by the amount of coverage and the age of the associate, spouse or child.

- **ASSOCIATE SAVINGS PROGRAM - National Vision 401(K) Plan**

NVI offers a 401(k) retirement savings program to associates who are age 21 or older and have worked at least 90 days of continuous service. Eligible associates are able to enroll the first of the month following 90 days of service. NVI matches 50% of the first 3% that you contribute. The NVI company match vests 25% for each year of employment. Newly eligible participants will receive a personalized NVI 401(k) Retirement Savings Plan Enrollment Kit from Fidelity Investments.

- **FLEXIBLE SPENDING ACCOUNTS (FSA)**

Flexible Spending Account (FSA) plans allows you to take a portion of your earnings, before they are taxed, and set the money aside for specific healthcare and/or dependent care expenses. Without an FSA, you would pay for these expenses with your “after tax” take-home pay. National Vision offers two different Flexible Spending Accounts – Healthcare FSA and Dependent Care FSA.

- **DIRECT DEPOSIT**

National Vision, Inc. offers direct deposit of an associate’s paycheck to the bank of their choice.

- **GROUP INSURANCE**

All full-time associates are eligible for health and dental insurance after 90 days of consecutive employment. Coverage becomes effective the **first day of the month** after the 90 days have been met.

Medical and Dental Associate Contribution Rates

National Vision, Inc. offers four Medical Coverage Options. These options are determined by the **availability** of a physician and hospital network in your geographic area. If a network choice is not available at this time, the most appropriate medical coverage option will be assigned for you. Network availability is determined by store zip code. *Please refer to the chart below to determine your per pay period deduction.*

Note: Spouses are not eligible for coverage under National Vision’s medical/dental plan if the spouse is eligible for coverage under their employer-sponsored group health plan.

National Vision offers a discount to non-tobacco users that are covered under the medical/dental plan. If you and your family members who are covered under the NVI Medical/Dental plan are all non-tobacco users, you will receive a \$15 discount off your biweekly deduction. Everyone covered under the plan must be a non-tobacco user to receive the discount.

National Vision also offers a wellness incentive by participating in the Mayo Clinic Lifestyle Management Program. This program is available to associates and their spouses. If you enroll in the Lifestyle Management Program, you can receive a \$19.23 biweekly incentive if you OR your spouse participates in the Lifestyle Management Program; or you can receive a \$38.46 biweekly incentive if both you AND your spouse participates in the Lifestyle Management Program.

HMO or EPO & Dental (Health Maintenance Organization or Exclusive Provider Organization)		PPO & Dental (Preferred Provider Option Available)		Non – PPO & Dental (Physician/Hospital Network unavailable)	
Associate Only	\$66 per pay period	Associate Only	\$77 per pay period	Associate Only	\$77 per pay period
Associate & Spouse	\$144 per pay period	Associate & Spouse	\$167 per pay period	Associate & Spouse	\$167 per pay period
Associate & Children	\$119 per pay period	Associate & Children	\$140 per pay period	Associate & Children	\$140 per pay period
Family	\$185 per pay period	Family	\$207 per pay period	Family	\$207 per pay period

• HMO is available in certain areas of Georgia. EPO is not available to HMO eligible associates.